



## The Golden Cane Tradition

For many years, the Manufacturing & Materials Engineering Division (MMED) has been a place where family tradition has been a long-standing part of the department. There are at least nine current employees whose fathers were MMED employees, most of them in the Machinists group. Between these nine father-and-son teams, they have 431 years of experience in MMED.

Although many of the sons have ended up doing what their fathers did, their paths to the Lab and MMED are varied. Some knew early on that they would follow in their father's footsteps, like Paul Ahre who comes from a long line of machinists. Others, like Jack Lima, weren't interested in working at the Lab. He tried other careers and eventually decided to apply at the Lab. "Being the son of an employee didn't help me in the selection process, though," he says. "I had to apply five or six times before I got in." Paul Dean, whose father at one point was a facility coordinator for Building 321, was "just fooling around in Chico" and had no intention of working at the Lab. After his father mentioned that it might be a good idea to apply, Paul acquiesced, and ended up being the facility coordinator for Building 321.

Many joined the Machinists group through the Mechanical Engineering state-mandated apprenticeship program. "This apprenticeship program has gone on to be one of the

most recognized machinist apprenticeship programs in the nation, producing some very talented and skilled machinists," says Darrin Valentine, who went through the program like his father, Rey, who himself was an apprenticeship graduate 40 years ago. "It not only helped individuals learn in their area of interest, it also offered the individuals the ability to further their work here, offering their skills, knowledge and abilities back to the mission of the Lab through the years." The Frank Caluwe Award, named after the superintendent of the Mechanical Shop who died in 1973, was awarded to the outstanding apprentice. "I saw many bright people receive the Frank Caluwe award through the years," reminisces Frank's widow, Grace. The apprenticeship program was discontinued a few years ago, but it is being restarted in 2002.

Many departments at the Lab recognize their employees for long-standing service. MMED rewards its employees with an award after 20 years of service: a "golden cane," and honorary membership in the Golden Cane Society. Many are impatiently waiting for the moment when they can join their parents in the Golden Cane Society.

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### Three Generations

We've all gotten used to seeing daughters and sons of Lab employees join the Lab. But—grandchildren? Brace yourself: there are now several people on site who are the third generation of their family to work at the Lab. Two of these three-generation families are pictured here.

#### The Hayes Family (left picture)

When chemist Wes Hayes showed up for his first day of work at Livermore in 1960, his father, Wes Sr., had just been hired at Lawrence Berkeley Laboratory. At that time, the Lab's policy was to not allow family members to be employees. The personnel director told Wes Jr., "I'll have to go talk to the division leader." She was back in 5 minutes. "You were ours before he was theirs," she told him. Wes Sr. eventually was hired at Berkeley. "My dad claimed it was the 10 happiest years of his life," says Wes. Jr. "They were the happiest 26 of mine."

Wes Jr.'s son Mike currently works in Hazardous Waste

Management. "It was a lot of pressure on me because my dad had been here for 20 years, and it seemed like everybody knew him. So I couldn't embarrass him. I remember coming out at first, and people saying, 'We know your dad really well, and if you're half as good as him, you'll be okay.'"

#### The Leeds Family (right picture)

Debby Massaro is the third generation of the Leeds family to be employed here. She started work on March 25, 2002, in the Emergency Dispatch Center, something that runs in the family. Her father, Steve, was Fire Marshall and a section leader in Occupational Safety. Steve's father, Harry (now deceased), was a mechanical technician who worked at the Lab from 1954 to 1970.

Debby says that although she grew up with the culture of the Lab, she hasn't always thought she'd be a part of it. When she decided to try for a job opening, her family was surprised but pleased. One of her surprises as a new employee was just how big the Laboratory actually is.

## Family and Career

Pam Kappelhof

*For Kappelhof, the Laboratory has been both "family rescuer" and "career partner."*

I sometimes joke about how both my mother and father worked at the Lab in the days when you had to make your own full-time employees (FTEs), and here I am.

My father, Sam Kelly, started working at Lawrence Radiation Laboratory in 1957. He moved his family from Texas after his old friend, Bob Southworth, encouraged him to join the staff. As a child, I remember going swimming at the Lab pool when it was still inside an old hanger. I remember the family moving to

Hawaii for 6 months in 1962 while Sam was involved with a test out on Christmas Island. The family watched the night sky light up from Waikiki Beach.

When my father became ill in 1963 and could not work anymore, the Lab came to my mother, Lynn Kelly Brown, and offered her a job. My mother's first day of work was on her 40th birthday. She remembers walking down the street as she was escorted from Security to the Travel Department and



Sam & Lynn Kelly

looking down, wondering where her feet would take her. She was now the main breadwinner for the family. But the Travel Department where she worked was like an extended family, and some became life-long friends.

The people who work at the Lab are truly its greatest asset. I came to work for the Laboratory in June 1977, and I have worked and played (skiing, lloball, scuba diving) with hundreds of them. My husband (Peter Kappelhof) and I created our own little "potential" FTE in 1985. I cannot easily explain how I feel about the Lab. It has been both "family rescuer" and "career partner."